The Employment Equity Program for Women in the New Brunswick Civil Service 1989 Annual Report

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WOMEN'S DIRECTORATE
PROVINCE OF NEW BRUNSWICK

DIRECTION GÉNÉRALE DE LA CONDITION FÉMININE
PROVINCE DU NOUVEAU-BRUNSWICK

THE EMPLOYMENT EQUITY PROGRAM FOR WOMEN IN THE NEW BRUNSWICK CIVIL SERVICE 1989 ANNUAL REPORT

WOMEN'S DIRECTORATE
PROVINCE OF NEW BRUNSWICK

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PROGRESS TO DECEMBER 31, 1989

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ACKNOWLEDGEMENTS

The Women's Directorate extends appreciation to all Deputy Heads and staff for their cooperation in the preparation of this report.

PREFACE

The Women's Directorate is responsible for initiating and developing Government policies and programs which enhance the social, economic and legal status of women in New Brunswick, as well as for initiating, developing and reviewing policies with respect to the employment and advancement of women in the Civil Service. This includes the preparation of an annual report on the Employment Equity Program in the Civil Service. *

This is the fourth annual report on the Employment Equity Program for women in the Civil Service. It reviews the calendar year January 1, 1989 to December 31, 1989 and focuses on the changes in the areas where women's representation is low.

For the purposes of the Employment Equity Program the Civil Service has been defined as those Departments and Agencies which have more than twenty employees and are enumerated in Regulation 88-137 under the Civil Service Act, S.N.B. 1984, c. C-5.1, the Designation of Certain Portions of the Civil Service Regulation - Civil Service Act. The following Departments, Commissions and Agencies fall within the definition of the Civil Service for the purposes of the Employment Equity Program: Advanced Education and Training; Agriculture; Alcoholism and Drug Dependency Commission; Board of Management; Commerce and Technology; Education; Finance; Fisheries and Aquaculture; Health and Community Services; Income Assistance; Justice; Labour; Municipal Affairs and Environment;** Occupational Health and Safety Commission; Office of the Comptroller; Natural Resources and Energy; Solicitor General; Supply and Services; Tourism, Recreation and Heritage; and Transportation.

Occupational profiles and comments on progress are provided on each of these Departments and Agencies. Smaller Departments and Agencies are not precluded from undertaking employment equity initatives.

* See Appendix A for an outline of responsibilities with respect to this Program.

** Although this department underwent a reorganization in 1989, the data on which this report is based does not reflect the restructuring at this time.

EMPLOYMENT EQUITY IN THE NEW BRUNSWICK CIVIL SERVICE
GOVERNMENT WIDE PROGRESS BETWEEN JANUARY 1, 1989 AND DECEMBER 31, 1989

I OVERVIEW*

- The overall number of employees in the Civil Service increased in the 1989 calendar year from 9320 to 9833.
- Women's representation increased by 1.4%, from 38.2% to 39.6%.
- The number of women and their representation increased in the following Categories: Scientific and Professional; Technical; Administrative; Administrative Support; and Others.
- The Scientific and Professional Category recorded the most employment growth for both men and women.
- This growth in the female work force is primarily a result of an increase in the number of women working in Education (Instructional) and the previously underrepresented Education (Non-Instructional) Groups.
- Increases also occurred in the Nursing; Planning and Resources; and Engineering and Field Groups.
- Overall employment decreased in the Administrative Support Category. However, the number of women increased from 2005 to 2066, an increase of 2.5%.
- The number of women also increased in the Operational Category, although their representation decreased slightly from 6.8% to 6.7%.

* This overview reflects net gains or losses with respect to women's occupational status and not necessarily hiring activity since attrition may result in a decrease both in numbers and representation of women, despite their appointment in particular classes.

II SUMMARY OF PROGRESS BY OCCUPATIONAL CATEGORY

The following summary suggests some of the major trends and achievements in permanent employment in the occupational status of women and includes accomplishments in the following Categories:

Scientific and Professional Category

- In the Scientific and Professional Category women's representation rose by 2.1% from 41.1% to 43.2%. For the most part, net gains in the number of women occurred in the Education (Instructional) and Education (Non-Instructional) Groups. Women have been traditionally underrepresented in the latter group. Women's representation in Education (Instructional) increased by 7.1% and in Education (Non-Instructional) by 9.0%. Gains were also made in the gender-mixed Planning and Resources Group, where women's representation increased 2.5%, and in non-traditional groups such as Engineering and Architecture; Medicine and Dentistry; Field and Laboratory; and Forestry.

- The total number of women and their representation increased in the following non-traditional classifications in the Scientific and Professional Category:

  - Natural Resource Specialist (increase of 1 woman)
  - Fish and Wildlife Biologist (increase of 1 woman)
  - Community Planner (increase of 1 woman)
  - Social Worker III (increase of 1 woman)
  - Environment Officer (increase of 1 woman)

- Women's representation remains at or below 20% in 5 of the 12 occupational groups, and below 10% in 3 of these groups. The appointment of 1 woman as a Natural Resource Specialist increased women's representation in the Forestry Group from 4.5% to 6.7%.

- A woman was appointed for the first time as a Community Planner in the Scientific and Professional Category.

Technical Category

- In the Technical Category women's representation rose by .5% from 7.3% to 7.8%. This is due to a small increase in the number of women employed in the Laboratory and Medical Group and in the non-traditional Engineering and Field; and Technical Inspection Groups.

  Women were appointed in the following classifications where there have been f w or no women:

  - Cartographic Technician III (increase of 1 woman)
  - Engineering Technician (increase of 3 women)
  - Assessor (increase of 1 woman)

Administrative Category

- A continued emphasis on human resource management has ensured a steady increase of women into entry and middle level administrative and management positions. Although the number of men in the Administrative Category declined, the number of women increased by 2.3%, from 25.1% to 27.4%. At the senior levels of most administrative and managerial positions women's representation remains low. As the feeder group gains more experience, this trend will gradually improve.

- Women were appointed in underrepresented classifications such as:

  - Senior Executive Officer (increase of 4 women)
  - Treasury Officer (increase of 1 woman)
  - Purchasing Officer (increase of 1 woman)
  - Employee Development Officer (increase of 1 woman)

- A woman was appointed for the first time in the following classifications:

  - Employee Development Officer III (1 woman)
  - Deputy Correctional Institution Superintendent (2 women)

Administrative Support Category

- Women continue to be concentrated in clerical and secretarial jobs. Of the 2381 employees in the Administrative Support Category, 2066 are women (86.8%). Over half of all female civil servants (53.1%) are in this category. This represents a decline of 3.2%.

Operational Category

- Overall, there were 158 women in the Operational Category as compared to 2202 men. Of the 1693 permanent full-time employees in the General Labour and Trades Group of this Category, 11 are women. This represents a slight decrease in the number of women in this Group.
- Some departments with large numbers of operational jobs have continued to be successful in increasing the number of women in this group through seasonal appointments*.
- Seasonal employment in the General Labour and Trades Group resulted in several women being hired in underrepresented classes such as: Labourer (19 women) and Park Maintenance Supervisor (1 woman).

* At this time, data on seasonal employees are generally not available in the database because of technical factors related to programming. However, within a number of departments operational jobs are largely performed on a seasonal basis. Seasonal employees have the status of permanent employees.

III WAGE GAP

- Over the past year the wage gap between the average annual salaries of women and men in Part I of the Public Service decreased by 1.2%.

- In spite of this, the wage gap increased in 5 out of 20 departments over the past year. This is an improvement over 1988 when 8 of 20 departments experienced wage gap increases.

- In the following occupational groups the difference between women and men's average annual salaries decreased by 3% or more: Engineering and Architecture; Resource Services; Secretarial, Stenographic; and Court Steno.

- The wage gap increased by 3% or more in the following groups: Medicine and Dentistry; Education (Non-Instructional); and Agriculture.

- There has been a 34.8% increase* in the number of women earning $30,000 and over. The number of men with earnings in this category increased by 12.7%. Women now comprise 29.6% of the employees at or above this salary level compared to 26% in 1988. This increase in the number of women earning $30,000 and over has been constant since the inception of the Employment Equity Program.

* To calculate this increase, determine the difference between the number of women earning over $30,000 in the current year and the previous year. This number is then divided by the number of women in the previous year who earned $30,000 or more and expressed as a percentage. (See Table 7)

IV DEVELOPMENTAL OPPORTUNITIES*

- Several departments have sponsored female employees as participants in the Management Development Program for Women at the University of New Brunswick or the "Gestion au féminin" program at the Université de Moncton. In all 8 female civil servants are enrolled in the University of New Brunswick and 5 in the Université de Moncton programs. Since the creation of these programs, a total of 26 female civil servants have successfully completed them.

- Developmental opportunities such as acting positions, secondments, committee work and other special assignments, were offered to women in a number of departments.

- Board of Management's Program of Professional Development for Administrative Support Staff in Part One of the Public Service was used by some departments to establish training positions for women. Several women were permanently appointed to positions which had been designated for training and development purposes the previous year.

* Training has not been highlighted since most training opportunities offered to women were not as a result of Employment Equity efforts to enhance women's opportunities for advancement, but were part of on-going in-service training available to all employees.

V EMPLOYMENT POLICIES AND PRACTICES

- A number of amendments have been made to the Employment Standards Act. These include the extension of entitlement to maternity leave to fathers in certain circumstances, extensions of adoption and parental leaves and enhancement of provisions for accrual of seniority while on leave.

- A number of progressive employment practices have been developed for employees of the Civil Service. Both non-bargaining employees and employees in the secretarial and clerical and regulatory groups in Part I who have completed one year of continuous employment are eligible to receive a maternity leave allowance. When added to Unemployment Insurance benefits this allowance will bring the employee's total maternity benefits to 75% of her regular rate of pay. As well, the employee is eligible to use up to ten days of her accumulated sick leave credits against the Unemployment Insurance waiting period of two weeks.

- An Interdepartmental Committee on Career Development for Clerical and Secretarial Occupations prepared a report for the Executive Council regarding ways to promote more flexible career paths and advancement opportunities for secretarial and clerical staff.

- A Committee on Equality in Government Communications, chaired by the Board of Management with representation from the Women's Directorate, the Department of Supply and Services, and the Department of Education developed a policy which will be submitted to the Board of Managment in 1990 for approval. In addition, Communications New Brunswick is preparing a booklet based on this policy.

VI PAY EQUITY

The Report of the Interdepartmental Committee on Pay Equity, chaired by the Women's Directorate with representation from: Labour Relations, Board of Management; Compensation Branch, Board of Management; Research and Planning, Board of Management; Law Reform, Attorney General; Administration, Finance; Human Resources; Health and Community Services; Human Resources, Transportation and Senior Management, Transportation formed the basis for the Pay Equity Act which was proclaimed on June 22, 1989.

The Act applies to all employees in Part I of the Public Service. A Pay Equity Bureau was established in the Board of Management to work with bargaining agents and non-bargaining representatives toward the full implementation of pay equity.

A joint Pay Equity Committee was established with bargaining and non-bargaining representation and has been meeting since September, 1988. The Committee's first tasks are to select a gender-neutral job evaluation system and to agree on male and female dominated classifications. This process is on schedule.

VII HIGHLIGHTS OF ACTIVITIES OF WOMEN'S DIRECTORATE

The Women's Directorate continued throughout 1989 to undertake initiatives and activities to create and maintain a climate of awareness with respect to women's issues generally and Employment Equity in particular. These included:

- ACTION, an Employment Equity Newsletter which continued to feature profiles of government departments, highlight Employment Equity achievements, and present articles on employment of general interest to women;
- 'Registry of Women in Non-traditional Occupations in the Civil Service', a resource tool distributed to school guidance counsellors and women's groups;
- resource assistance provided to departments to enhance their Employment Equity strategies;
- revision and distribution of Fact Sheets and publication of Historical Sketches on a variety of topics focusing on women;
- a noon-hour Speakers' Series in Fredericton which featured topics of particular interest to women in both French and English;
- revision and distribution of 'Employment Equity: Planning for Results', an Affirmative Action/Employment Equity pamphlet which explains the concept and dispels myths;
- 'Video Lending Service', a limited video collection including video tapes of the noon-hour Speakers' Series available to the public;
- Career Development for Secretarial and Clerical Staff, The Women's Directorate in cooperation with the Board of Management prepared a preliminary report for the Executive Council regarding ways to promote more flexible career paths and advancement opportunities for secretarial and clerical staff;
- Report of the Collaborative Action Working Group on Counselling, The N.B. Women's Directorate chaired a federal-provincial working group of labour market and status of women officials from Newfoundland, Nova Scotia, British Columbia and Canada. The mandate of the working group was to review counselling materials in Canada and to recommend possible guidelines with respect to counselling. The report has been distributed widely and is being considered by appropriate provincial government departments;

- Women and Entrepreneurship in New Brunswick, A Summary of Government Initiatives, The Women's Directorate in cooperation with the Departments of Commerce and Technology, Education, Advanced Education and Training and Labour prepared an overview of government initiatives and activities relating to women and entrepreneurship;

- Work and Family Responsibilities, The Women's Directorate organized a Conference on Work and Family Responsibilities which was held May 5 and 6, 1989 in Fredericton. A conference report was distributed. The objective was to heighten awareness and stimulate discussion of the increasing need to harmonize work and family responsibilities. The Women's Directorate in cooperation with the Departments of Advanced Education and Training, Board of Management, Education, Income Assistance, Health and Community Services and Labour has prepared an overview of government initiatives for the Executive Council in the area of work and family responsibilities;

- development of a Summer Mentorship Pilot Program for Female Students which will pair a female summer student with a female mentor from a department in the civil service;

- annual Spiritus Award, recognizing individuals, groups and employers for their contribution to the advancement of the status of women in New Brunswick;

- Women and the Law, a series of publications, which focusses mainly on family law issues and their impact on women;

- International Women's Day Kit, to assist New Brunswickers in celebrating March 8, International Women Day;

- A Woman's View: Women in Art, a series of films co-sponsored by the Women's Directorate and the Beaverbrook Art Gallery;

- development of a sexual/personal harassment workshop to sensitize employees to the objectives of the policy;

- Highlights of Membership on interdepartmental and Advisory Committees:

  - Interdepartmental Committee on Family Violence
  - Sub-committee on Woman Abuse Protocols
  - Minister's Advisory Committee on Women and Education
  - Comité consultatif à la Ministre sur la condition féminine en éducation
  - Committee on Equality in Government Communications.

PROFILE OF DEPARTMENTS

This profile of departments presents the occupational status of women and men as of December 31, 1989. For comparative purposes 1988 statistics are included in brackets to provide a quantitative measure of the overall shifts in employment patterns.

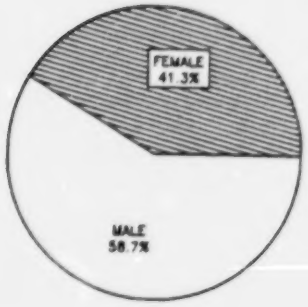
With the implementation of their Action Plans, departments have made efforts to increase women's representation in underrepresented classifications and at senior levels of responsibility. A number of strategies for the recruitment, training and promotion of women were developed to facilitate Employment Equity objectives.

Departmental achievements are highlighted in the comment sections. These sections note progress and/or changes in the recruitment, promotion or training of women in areas where their representation is low, rather than in traditionally female areas. Based on an analysis of departmental statistics, as well as on consultation with departmental representatives, the comments on progress are intended to summarize changes in the employment status of women. They are not exhaustive.

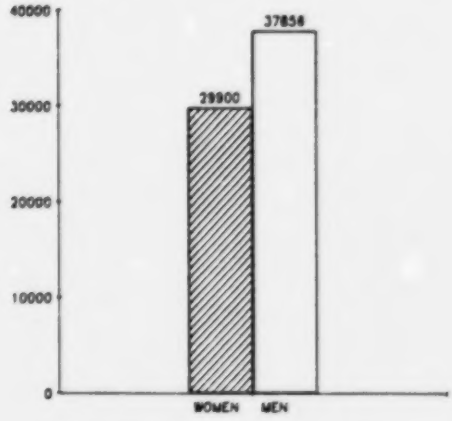
Department of Advanced Education and Training

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 1326 (1006)
Women - 548 (361)
Men - 778 (645)

Women's earnings equal 79.0% (76.1%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	596 (461)	335 (183)	36.0 (28.4)
Technical	24 (3)	0 (0)	0.0 (0.0)
Administrative	33 (34)	19 (13)	36.5 (27.7)
Administrative Support	10 (9)	175 (152)	94.6 (94.4)
Operational	114 (115)	15 (11)	11.6 (8.7)
Others	1 (23)	4 (2)	80.0 (8.0)

Comments on Progress

Women's overall representation increased 5.4%. The numbers of women in the Administrative Category increased from 7 to 19, bringing women's representation to 36.5%.

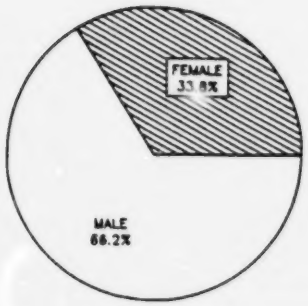
At the Community College in Bathurst, three women have been assigned to developmental opportunities as acting Department Heads. One woman has been assigned as an acting Department Head in Woodstock. Two women have been seconded to central office in Fredericton as curriculum officers.

Many women are attending courses offered by Board of Management and UNB. Four women are attending the Management Development Program for Women at the Université de Moncton.

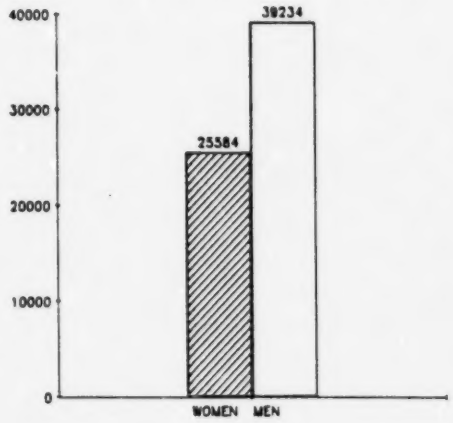
Department of Agriculture

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 299 (304)
Women - 101 (102)
Men - 198 (202)

Women's earnings equal 65.2% (67.9%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	114 (119)	11 (11)	8.8 (8.5)
Technical	28 (31)	17 (16)	37.8 (34.0)
Administrative	25 (22)	3 (4)	10.7 (15.4)
Administrative Support	4 (4)	63 (62)	94.0 (93.9)
Operational	23 (24)	5 (5)	17.9 (17.2)
Others	4 (2)	2 (4)	33.3 (66.7)

Comments on Progress

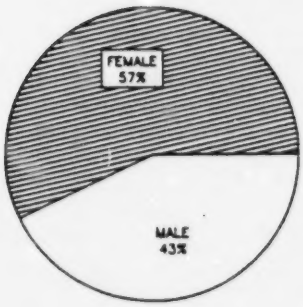
In 1989, the Department hired three women in underrepresented classifications; one agriculturist, one engineering technician and one Research & Planning Officer. A female Industrial Development Officer has been seconded to the N.B. Potato Council for one year.

Although not specifically targetted, women were hired in a number of other classifications in which their representation was low, namely, Commercial Artist, Engineering Technician and Accounting Officer. In addition to continuing to promote agricultural careers for women through participation in school career events, the department has encouraged and supported a broad range of training opportunities for its female employees including sponsoring a female employee in the Management Development Program for Women at the University of New Brunswick. Another woman attended the course "An Introduction to Property Law in the Maritimes" and another attended the course "Training by Design".

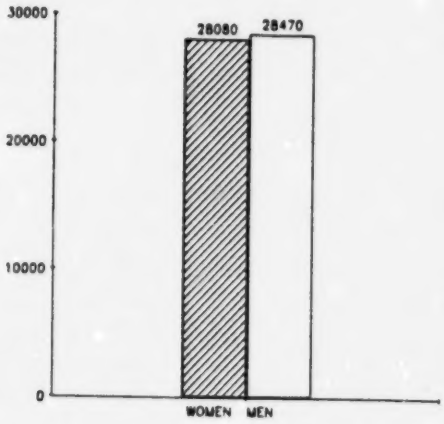
Alcoholism and Drug Dependency Commission

(Brackets indicate 1988 Statistics)

Representation



Average Salary



Total Employees - 193 (186)
Women - 110 (102)
Men - 83 (84)

Women's earnings equal 98.6% (95.0%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	19 (18)	69 (66)	78.4 (78.6)
Administrative	16 (17)	3 (3)	15.8 (15.0)
Administrative Support	1 (2)	22 (19)	95.7 (90.5)
Operational	46 (46)	15 (13)	24.6 (22.0)
Others	1 (1)	1 (1)	50.0 (50.0)

Comments on Progress

Four women were hired in two targetted classifications, three at the entry level of the Alcoholism Attendant series and one at a senior level of the Alcoholism and Drug Dependency Officer series.

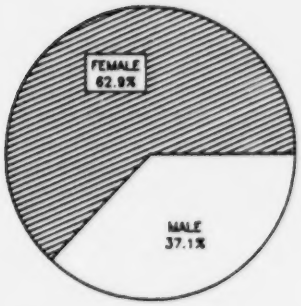
The Commission continues to offer developmental assignments to women. A secretary enrolled in the course "Certificate of Workplace Communications Program" offered by the University of New Brunswick.

In terms of initiatives, the Department has reclassified one full-time nursing position to two part-time positions for purposes of job-sharing. The Department is also continuing to survey employees with respect to their career goals through the work planning and review process.

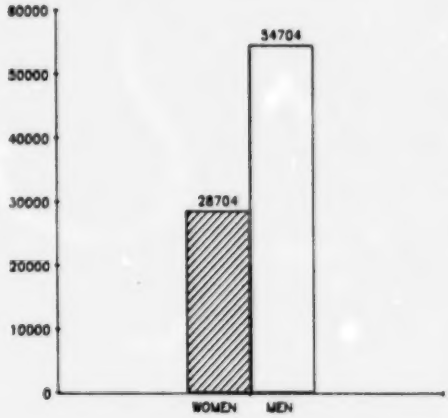
Board of Management

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 105 (107)
Women - 66 (65)
Men - 39 (42)

Women's earnings equal 52.5% (50.2%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	2 (1)	3 (2)	60.0 (66.7)
Administrative	34 (36)	20 (16)	37.0 (30.8)
Administrative Support	0 (1)	41 (45)	100.0 (97.8)
Others	3 (4)	2 (2)	40.0 (33.3)

Comments on Progress

In 1989 there was a major increase in the number of women in the Human Resource Officer and Treasury Board Advisor series. Seventeen women were hired or reclassified in underrepresented classifications. They include one Treasury Board Advisor III, one Treasury Board Advisor IV, one Treasury Board Advisor V, one Executive Officer V and two Senior Executive Officers I.

As a result of additional duties assigned to them, women were given the opportunity to move within their own classifications. This was the case of one Human Resource Officer III and five Human Resource Officers IV. In addition, five women within the clerical category moved to the Human Resource Officer classification.

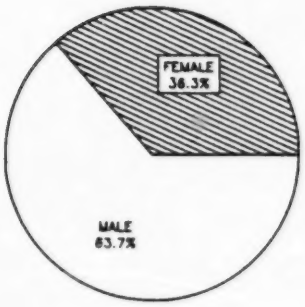
Seventeen women were registered in the certification program offered by the Canadian Compensation Association. The Department will support all the women interested in completing the seven courses.

In 1989, the Department completed a major reorganization which has resulted in opening career paths for women. Many women who were involved in staffing and compensation activities have entered the negotiating field providing them with the opportunity to move to the Human Resource Officer IV level.

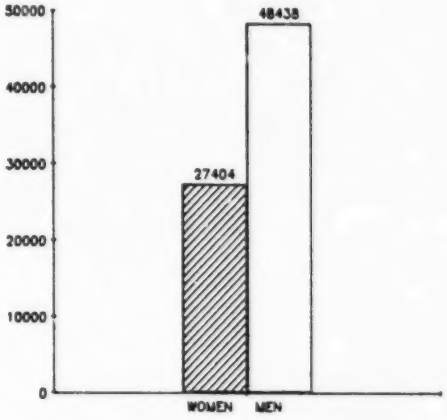
Department of Commerce and Technology

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 124 (108)
Women - 45 (36)
Men - 79 (72)

Women's earnings equal 56.6% (55.8%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	59 (59)	7 (6)	10.6 (9.2)
Administrative	10 (10)	4 (3)	28.6 (23.1)
Administrative Support	0 (1)	24 (25)	100.0 (96.2)
Others	10 (2)	10 (2)	50.0 (50.0)

Comments on Progress

In the Administrative Category, a woman was appointed to the Senior Executive Officer series and another was assigned to an acting position in this series. One woman was promoted to a more senior position in the targetted Industrial Development Officer series and another was appointed to this series at the entry level.

In the Human Resource Officer classification, one woman was appointed to the most senior level. In addition, a woman has been appointed in the Executive Officer series.

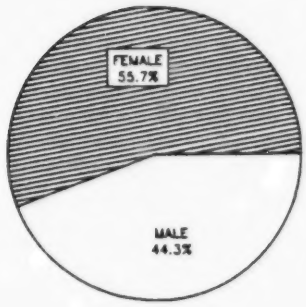
One female employee attended the course "Working with Others".

The Department, as part of its employment equity initiatives, has developed a video on women in industry and offers courses throughout the province for women in business.

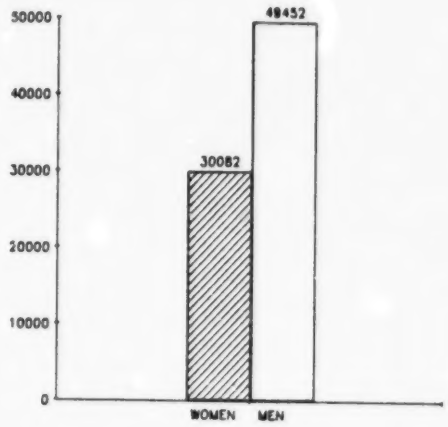
Department of Education

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 158 (159)
Women - 88 (83)
Men - 70 (76)

Women's earnings equal 60.8% (59.7%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	25 (26)	19 (16)	43.2 (38.1)
Technical	1 (2)	0 (0)	0.0 (00.0)
Administrative	35 (39)	10 (9)	22.2 (18.8)
Administrative Support	5 (5)	55 (54)	91.7 (91.5)
Operational	2 (2)	0 (0)	00.0 (00.0)
Others	2 (2)	4 (4)	66.7 (66.7)

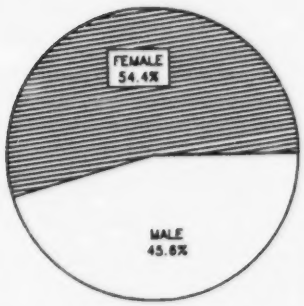
Comments on Progress

In the Scientific and Professional Category, five women were hired in the targetted Education Officer series including one at level III. A vacant Education Officer III position is presently being covered by a woman on secondment from a school board. In the Administrative Category, one woman was appointed District Financial Liaison Officer and one woman was appointed Accounting Officer. A woman was also appointed to the Senior Executive Officer series. Three women were seconded from school districts to the Department as Education Officers thereby increasing their departmental and administrative experience. Two more women are acting in coordinators positions (Education Officer III). One woman worked towards obtaining an advanced degree in Administration through the Department's Educational Leave provisions. Other women benefitted from management training and related courses through the Board of Management's human resource development programs.

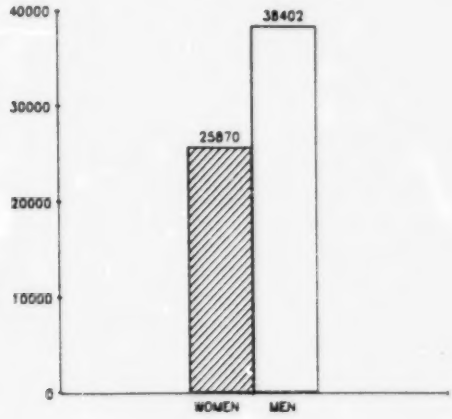
Department of Finance

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 272 (261)
Women - 148 (145)
Men - 124 (116)

Women's earnings equal 67.4% (65.9%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	9 (6)	7 (3)	43.8 (33.3)
Administrative	86 (82)	12 (12)	12.2 (12.8)
Administrative Support	28 (27)	126 (127)	81.8 (82.5)
Others	1 (1)	3 (3)	75.0 (75.0)

Comments on Progress

In the Administrative Category a woman was appointed to a training position in the targetted Provincial Tax Auditor classification at the entry level and a woman was appointed as a Senior Executive Officer II.

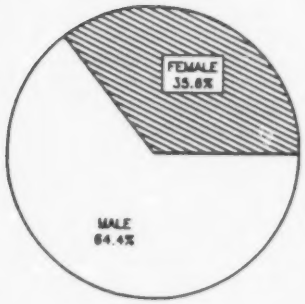
In the Scientific and Professional Category women's representation rose from 33.3% in 1988 to 43.8% in 1989. One woman was appointed as a Finance Economist and another at a senior level in the Research and Planning Officer series.

The Department encourages women to participate in training opportunities. Twenty-two women were sponsored in eight different courses offered by Board of Management.

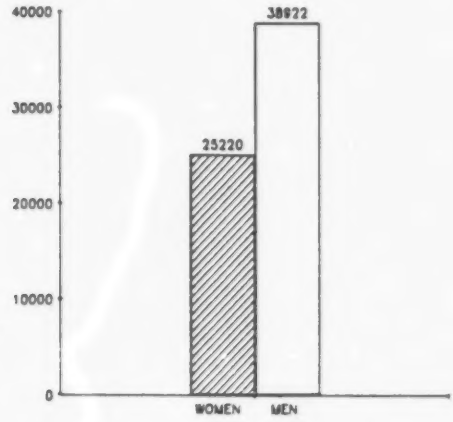
Department of Fisheries and Aquaculture

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 118 (101)
Women - 42 (34)
Men - 76 (67)

Women's earnings equal 64.8% (67.6%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	35 (30)	6 (5)	14.6 (14.3)
Technical	14 (14)	1 (0)	6.7 (00.0)
Administrative	15 (11)	4 (3)	21.1 (21.4)
Administrative Support	2 (3)	29 (25)	93.5 (89.3)
Operational	8 (8)	0 (0)	0.0 (00.0)
Others	2 (2)	2 (1)	50.0 (50.0)

Comments on Progress

In the Technical Category, one woman was appointed as a Laboratory Technologist. In the Administrative Category, a woman was promoted to the Human Resource Officer series and one female employee was assigned as a Human Resource Office IV in an acting capacity.

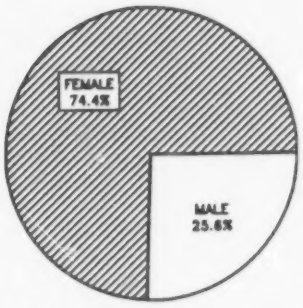
The Department sponsored women on management development courses. One woman took two courses in marketing. Two women took the course "Projecting a professional image" and one took the course "Réflexions sur la carrière."

In targetted classifications such as Fisheries Loans Officer no women have been appointed as yet.

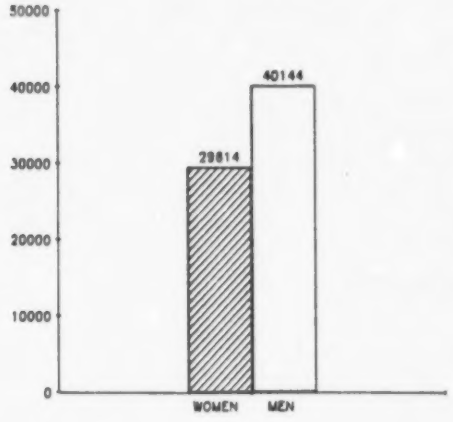
Department of Health & Community Services

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees -1272 (1241)
Women - 946 (913)
Men - 326 (328)

Women's earnings equal 73.8% (73.9%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	201 (202)	529 (512)	72.5 (71.7)
Technical	32 (32)	2 (2)	5.9 (5.9)
Administrative	58 (59)	54 (52)	48.2 (46.8)
Administrative Support	11 (10)	280 (259)	96.2 (96.3)
Operational	23 (24)	76 (84)	76.8 (77.8)
Others	1 (1)	5 (4)	83.3 (80.0)

Comments on Progress

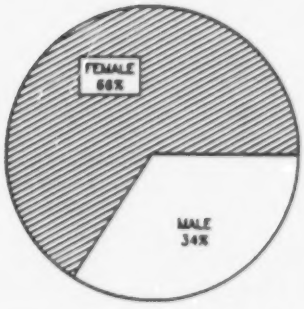
In the Technical Category, a woman was appointed in the targetted Public Health Inspector classification. In the Scientific and Professional Category, two women were appointed in the Social Worker V classification, which represents advanced supervisory and management work. In addition, one woman was appointed to senior management in 1989. Women now represent 17.7% of senior management.

The Department has administered a survey to all social workers to determine the obstacles to women applying and/or being promoted to the first level of management. The results will be forthcoming. The Department has continued to sponsor female employees attending management courses designed specifically for women. Many women have also been afforded short-term development opportunities such as secondments and acting assignments. Four women have been assigned as acting Regional Directors.

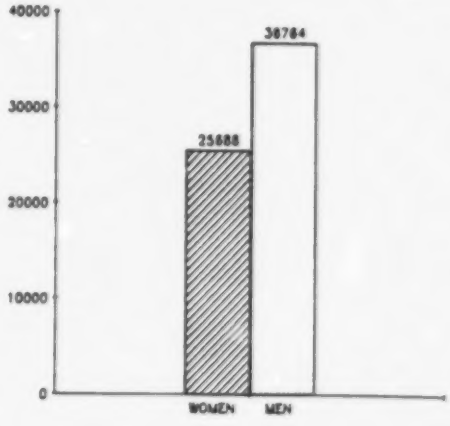
Department of Income Assistance

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 371 (357)
Women - 245 (234)
Men - 126 (123)

Women's earnings equal 69.9% (69.5%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	84 (82)	42 (36)	33.3 (30.5)
Administrative	29 (29)	11 (10)	27.5 (25.6)
Administrative Support	13 (12)	188 (184)	93.5 (93.9)
Others	0 (0)	4 (4)	100.0 (100.0)

Comments on Progress

In 1989, the Department of Income Assistance appointed seven women in the Scientific & Professional Category, two in the upper level of the Income Assistance Administrator series and five as Income Assistance Administrator III. Three women were reclassified from Administrative Services Officers to Income Assistance Officers. One woman was promoted to the most senior level of the Human Resource Officer series and another was transferred to that series.

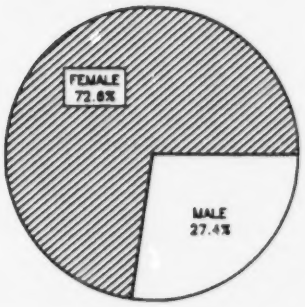
Three women are currently enrolled in the "Management Development Program for Women" offered through the University of New Brunswick. Two other women received Departmental support in pursuing advanced degrees in Public and Business Administration. The Department is presently working on establishing a centralized Career Planning Resource Centre which will offer support to all employees considering career changes. The Department also offers extensive opportunities in terms of acting positions of a duration of less than one month. Fifty- one women participated in these acting positions. Forty-two women also participated in acting positions of a duration of more than one month.

Three women were seconded from field offices to central office. In 1989 the Department redesigned the Information Data Bank Questionnaire for women interested in career advancement. So far, some 66 women have submitted completed questionnaires. Once the Information Data Bank Program is in place, the Department will be able to generate a listing of women interested in a specific competition.

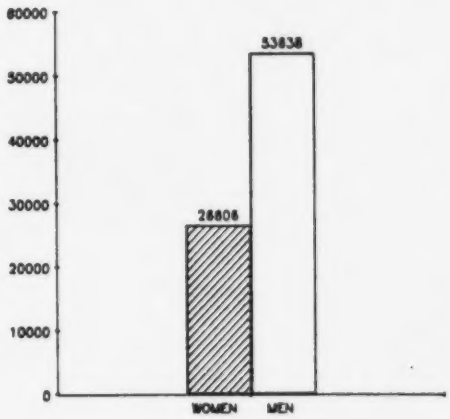
Department of Justice

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 379 (380)
Women - 275 (283)
Men - 104 (97)

Women's earnings equal 50.0% (51.3%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	6 (6)	10 (8)	62.5 (57.1)
Administrative	24 (21)	15 (12)	38.5 (36.4)
Administrative Support	5 (7)	210 (224)	97.7 (97.0)
Others	69 (63)	40 (39)	36.7 (38.2)

Comments on Progress

In the Administrative Category a woman was hired as an Accounting Officer at the entry level. One woman was hired at the entry level as a Legal Officer. Women make up 40% of senior management and women's representation in the Scientific and Professional Category has increased by 5.4%.

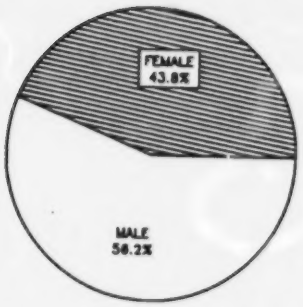
The Department has assigned one woman to an acting position as a Director. Several women have been sponsored on management and professional development courses offered by the Board of Management.

Note: Due to a restructuring of departments, the Registry Branch became part of the New Brunswick Geographic Information Corporation. Because the reorganization took place in the 1989 fiscal year, the data on which the statistical tables are based does not reflect the restructuring.

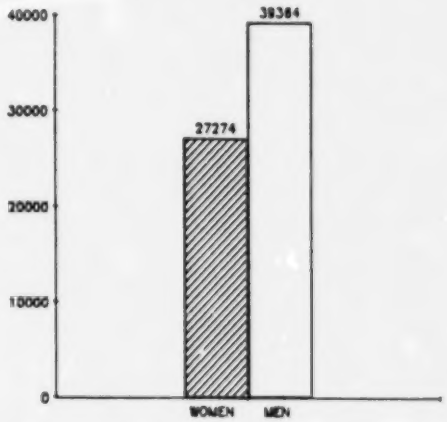
Department of Labour

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 219 (214)
Women - 96 (89)
Men - 123 (125)

Women's earnings equal 69.3% (67.1%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	8 (6)	14 (12)	63.6 (66.7)
Technical	1 (1)	0 (0)	0.0 (0.0)
Administrative	28 (26)	12 (10)	30.0 (27.8)
Administrative Support	4 (2)	60 (59)	93.8 (96.7)
Others	82 (90)	10 (8)	10.9 (8.2)

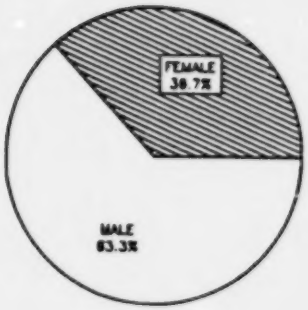
Comments on Progress

In the Administrative Category, two women were hired in the targetted Industrial Relations Officer classification and a woman was hired in the targetted Information Systems classification. Eight women participated in courses offered by Board of Management. The Department is revising its inventory of women interested in advancement within the Department. Four women have been seconded to other branches/departments to work on special projects. Another woman was provided a leave of absence to pursue alternate work that would facilitate her career development.

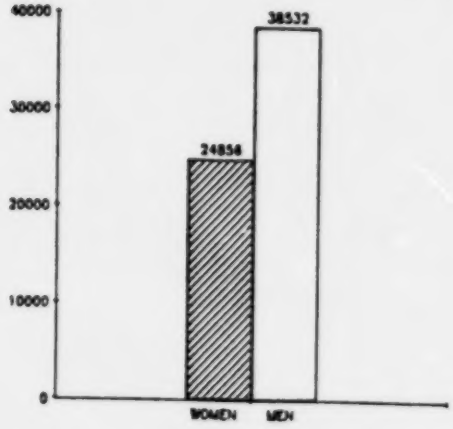
Department of Municipal Affairs and Environment

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 367 (357)
Women - 138 (126)
Men - 238 (231)

Women's earnings equal 64.5% (64.1%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	40 (38)	9 (6)	18.4 (13.6)
Technical	150 (144)	28 (24)	15.7 (4.3)
Administrative	36 (38)	6 (5)	14.3 (11.6)
Administrative Support	2 (2)	88 (88)	97.8 (97.8)
Operational	3 (4)	0 (0)	0.0 (0.0)
Others	7 (5)	7 (3)	50.0 (37.5)

Comments on Progress

The Department of Municipal Affairs and Environment underwent a major restructuring in 1989. The Assessment Branch became part of the New Brunswick Geographic Information Corporation. The remaining divisions have become two departments - Department of Municipal Affairs and Department of Environment. Because the reorganization took place in the 1989 fiscal year, the data on which the statistical tables are based does not reflect the restructuring. The comments which follow are based on interviews conducted with staff from both new departments.

In the Scientific and Professional Category, a woman has been hired as a Community Planner. In the Administrative Category, one woman has been hired in the underrepresented Executive Officer series and a woman was hired at the entry level as a Human Resource Officer. In the Technical Category, two women were hired as Assessors at the entry level.

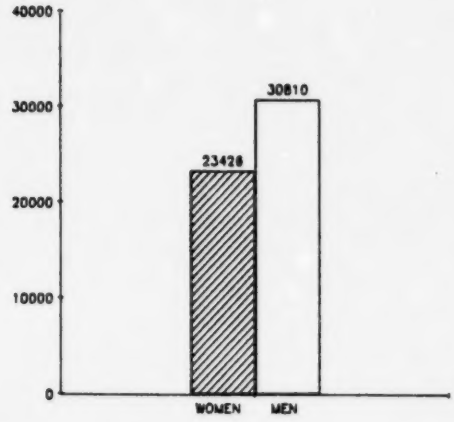
Forty-five of the support staff, most of whom are female and now working at the Geographic Information Corporation, attended Assessor school. One female employee has been assigned to a position as Acting Assistant Chief Electoral Officer.

Department of Natural Resources and Energy

(Brackets indicate 1988 statistics)

Representation

Average Salary



Total Employees - 910 (847)
Women - 178 (162)
Men - 732 (685)

Women's earnings equal 76.0% (72.8%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	106 (107)	7 (5)	6.2 (4.5)
Technical	306 (299)	10 (11)	3.2 (3.5)
Administrative	42 (46)	7 (6)	14.3 (11.5)
Administrative Support	13 (12)	141 (135)	91.6 (91.8)
Operational	235 (219)	3 (3)	1.3 (1.4)
Others	30 (2)	10 (2)	25.0 (50.0)

Comments on Progress

In the Scientific and Professional Category, a woman was appointed as a Natural Resource Specialist. This is a classification in which women traditionally have been under represented. One woman was appointed in the Technical Category as a Cartographic Technician III, bringing women's representation to 25.0%. In addition, a female Natural Resources Director has been assigned to an acting position in the Senior Executive Officer series. In the Operational Category, nineteen women were appointed on a seasonal basis as labourers.

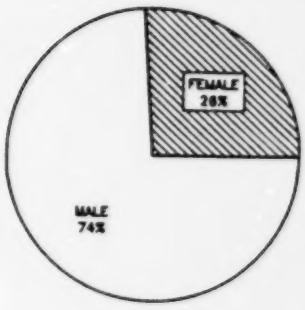
In untargetted areas women were appointed in a number of non-traditional classifications. The second female Forest Warden was appointed and two female Crown Land Planners (Natural Resource Specialists) were hired. Nine women held personal service contracts in various natural resource specialty areas.

The Department supported the attendance of 60 support staff, the majority of whom were women, on the course "Dealing with the Public". Two women successfully completed the Management Development Program for Women at UNB. Female employees participated at school career fairs in order to create awareness of women's increasing presence in forestry-related jobs.

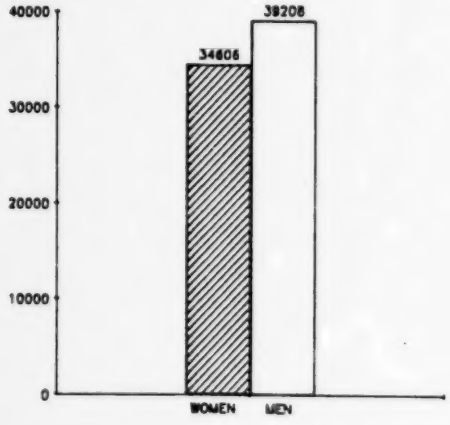
Occupational Health and Safety Commission

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 50 (49)
Women - 13 (13)
Men - 37 (36)

Women's earnings equal 88.3% (80.0%) of men's.

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	0 (0)	2 (1)	100.0 (100.0)
Technical	28 (28)	2 (2)	6.7 (6.7)
Administrative	4 (4)	3 (3)	42.9 (42.9)
Administrative Support	1 (1)	4 (5)	80.0 (83.3)
Others	4 (3)	2 (2)	33.3 (40.0)

Comments on Progress

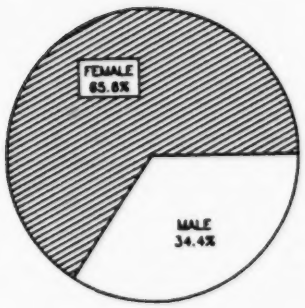
In the Scientific and Professional Category, a woman was hired at a senior level in the Research and Planning Officer series. One woman was promoted to Executive Officer IV and another to Executive Officer II. A female Research & Planning Officer was assigned to the Executive Officer series in an acting capacity.

Eight women attended career development courses sponsored by the Department.

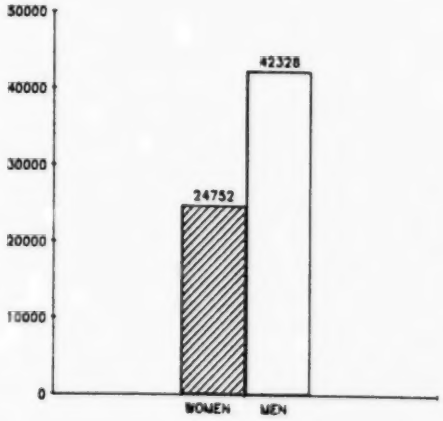
Office of the Comptroller

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 93 (92)
Women - 61 (60)
Men - 32 (32)

Women's earnings equal 58.5% (58.3%) of men's

1989 Representation By Occupational Category

Occupational Category	# Men	# Women	% Women
Administrative	27 (27)	10 (9)	27.0 (25.0)
Administrative Support	5 (5)	49 (49)	90.7 (90.7)
Others	0 (0)	2 (2)	100.0(100.0)

Comments on Progress

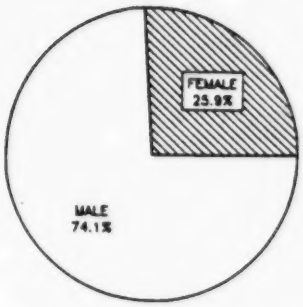
In 1989, women's overall representation in the Administrative Category increased from 25% to 27%. Two women were hired at the entry level in the Treasury Officer series and one was hired as an Administrative Services Officer in the Administrative Support Category. In the Operational Audit section, a woman was recently promoted to Treasury Officer V in an acting capacity.

The Department has also assigned female resource personnel to various developmental projects. For example, women have participated in the Human Resource Information System (HRIS) Project, Zero-Based-Budgeting Project and have been assigned various special projects through particular requests made to the Department.

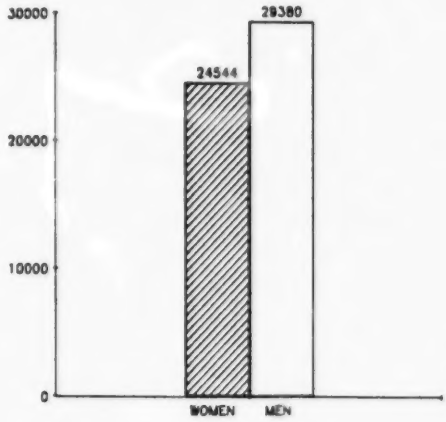
Department of the Solicitor General

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 668 (622)
Women - 173 (151)
Men - 495 (471)

Women's earnings equal 83.5% (81.9%) of men's

1989 Representation By Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	46 (42)	35 (30)	43.2 (41.7)
Technical	1 (1)	0 (0)	0.0 (0.0)
Administrative	57 (67)	5 (6)	8.1 (8.2)
Administrative Support	98 (130)	96 (81)	49.5 (38.4)
Operational	289 (227)	35 (32)	10.8 (12.4)
Others	4 (4)	2 (2)	33.3 (33.3)

Comments on Progress

In the targetted classification of Deputy Correctional Institution Superintendent, two women were appointed. Three female Correctional Officers were appointed, increasing their numbers from 23 in 1988 to 26 in 1989. After the successful completion of the Professional Development Program offered by the department, one woman in the Administrative Support Category was appointed at the entry level in the Research and Planning Officer series.

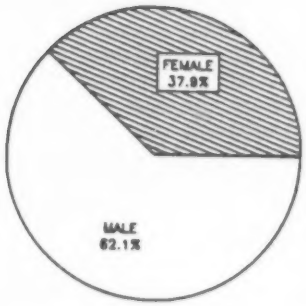
With the transfer of the responsibility for the Permanent Weight Scales from the Department of Transportation to the Department of Solicitor General, two female Commercial Vehicle Enforcement Officers were transferred and a woman was appointed in that classification.

Seven women were assigned to temporary acting positions in Correctional Services and the Sheriff/Coroner series. Support staff from the Correctional Services and Sheriff/Coroner Divisions took part in a workshop on "Values in the Workplace." The Department continues its efforts to increase awareness of employment equity through articles in the newsletter "Impressions" and information sessions.

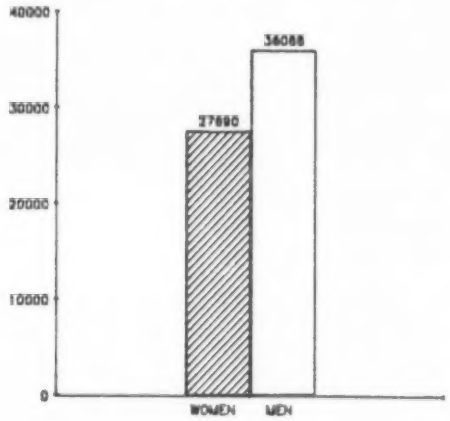
Department of Supply and Services

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 472 (492)
Women - 179 (183)
Men - 293 (309)

Women's earnings equal 76.7% (76.3%) of men's

1989 Representation By Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	17 (17)	3 (2)	15.0 (10.5)
Technical	34 (36)	2 (2)	5.6 (5.3)
Administrative	119 (128)	59 (60)	33.1 (31.9)
Administrative Support	41 (39)	108 (111)	72.5 (74.0)
Operational	80 (87)	5 (6)	5.9 (6.5)
Others	2 (2)	2 (2)	50.0 (50.0)

Comments on Progress

In the Administrative Category, three women were appointed to senior levels in the Information Systems series. One woman was appointed as an Executive Officer and one woman was appointed as a Purchasing Officer. In addition a woman has been assigned to a training position as a Purchasing Officer. In non-traditional areas of administrative support, a woman was appointed as a Duplicating Equipment Operator.

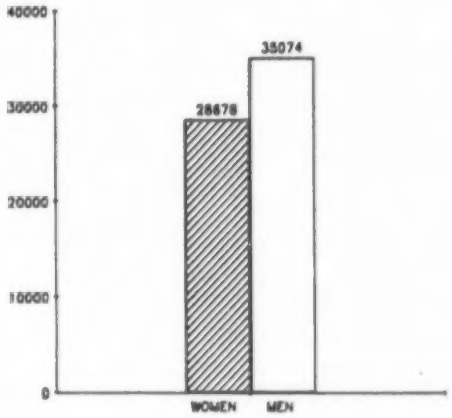
Seven women took part in management and professional development courses for women.

Department of Tourism, Recreation and Heritage

(Brackets indicate 1988 statistics)

Representation

Average Salary



Total Employees - 302 (299)
Women - 124 (118)
Men - 178 (181)

Women's earnings equal 81.8% (80.5%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	54 (51)	26 (22)	32.5 (30.1)
Technical	30 (31)	0 (0)	0.0 (0.0)
Administrative	34 (35)	21 (17)	38.2 (32.7)
Administrative Support	6 (7)	73 (74)	92.4 (91.4)
Operational	53 (56)	1 (1)	1.9 (1.8)
Others	1 (1)	3 (4)	75.0 (80.0)

Comments on Progress

In the Administrative Category, three women were promoted in the Human Resource Officer series. In addition, following the successful completion of training and development, two women from the Administrative Support Group were appointed to entry level positions in the Executive Officer and Tourism Promotion Officer series.

After Departmental restructuring, three women were promoted to the Director level, resulting in an increase of 60%.

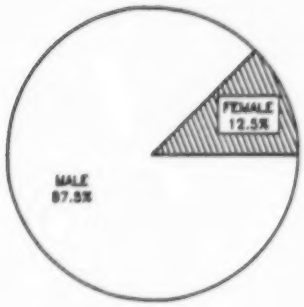
In the Scientific and Professional Category, two women were appointed to senior levels in the Research and Planning Officer and Recreation and Culture Planning Officer series.

One woman successfully completed the Management Development Program for Women at UNB and another began the same program.

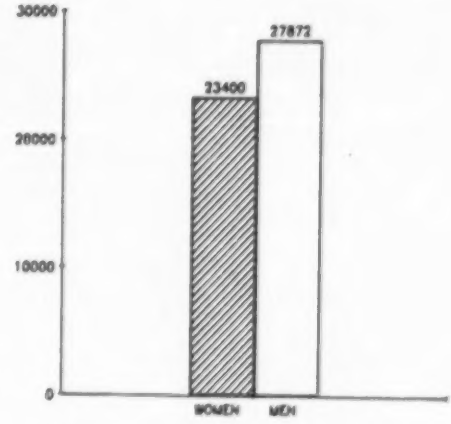
Department of Transportation

(Brackets indicate 1988 statistics)

Representation



Average Salary



Total Employees - 2,022 (2,040)
Women - 253 (244)
Men - 1,769 (1,799)

Women's earnings equal 84.0% (82.3%) of men's

1989 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	84 (76)	10 (9)	10.6 (10.6)
Technical	219 (215)	12 (9)	5.2 (4.0)
Administrative	72 (70)	13 (15)	15.3 (17.6)
Administrative Support	66 (95)	212 (206)	76.3 (68.4)
Operational	1326(1342)	3 (3)	0.2 (0.2)
Others	2 (1)	3 (2)	60.0 (66.7)

Comments on Progress

In 1989, the Department has hired 15 women in the following underrepresented classifications: Engineer, Engineering Technician, Cartographic Technician, Research and Planning Officer, Labourer, Utility Worker, Executive Officer and Human Resource Officer. Five women from the Administrative Support Category have been assigned to acting positions as district Human Resource Officers for training and development purposes. A woman was promoted to the entry level of the Executive Officer series. Women in the Department attended 53 courses in specialized fields, for example; engineering, design, paving, inspection, right of way, etc. Other women benefitted from management training and related courses offered by Board of Management.

STATISTICAL REPORTS AND TABLES

A. Government Wide

B. By Department

The statistics in these tables are based on the calendar year and include those employees in the Civil Service on the regular payroll as reported by the departments to the Office of the Comptroller.

GOVERNMENT WIDE

TABLE 1

NUMBER OF PERMANENT EMPLOYEES IN THE
NEW BRUNSWICK CIVIL SERVICE
DECEMBER 1980 TO DECEMBER 1989

Year	# Male	# Female	% Female	Total
1989	5943	3890	39.6	9833
1988	5760	3560	38.2	9320
1987	5840	3488	37.4	9328
1986	5927	3635	38.0	9562
1985	5851	3479	37.3	9330
1984	5894	3486	37.2	9380
1982	5902	3416	36.7	9318
1980	5665	3156	35.8	8821

GOVERNMENT WIDE

TABLE 2

AVERAGE AGE AND YEARS OF GOVERNMENT SERVICE
DECEMBER 31, 1988, 1989

CATEGORY	AVERAGE AGE				AVERAGE YEARS GOV'T SERVICE **			
	Male		Female		Male		Female	
	1988	1989	1988	1989	1988	1989	1988	1989
Scientific & Professional	42	42	38	38	12	10.8	8	6.2
Technical	42	42	37	36	15	14.0	8	7.4
Administrative	45	45	38	39	14	13.8	9	9.3
Administrative Support	41	43	38	38	10	11.0	10	9.6
Operational	46	46	39	40	11	9.2	10	9.2
Others *	46	45	40	40	10	8.3	9	7.4
OVERALL	44	44	38	38	12	11.0	9	8.4

* The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

** Government service refers to continuous service which is the date beginning a period of unbroken service, including periods of authorized leave and conditional termination. A break in service requiring a new date under non-barganing rules refers to periods of 45 days or more, or as defined by collective agreements. This does not include inactive periods of seasonal employees.

GOVERNMENT WIDE

TABLE 3

DISTRIBUTION OF EMPLOYEES
IN THE NEW BRUNSWICK CIVIL SERVICE
DECEMBER 31, 1987, 1988, 1989

	Dec. 1989 % All Men	Dec. 1989 % All Women	Dec. 1988 % All Women	Dec. 1987 All Women
Scientific & Professional	25.4	29.6	26.5	25.3
Technical	14.6	1.9	1.9	1.8
Administrative	13.6	7.9	7.8	7.6
Administrative Support	5.3	53.1	56.3	57.6
Operational	37.1	4.1	4.4	4.7
Others *	4.0	3.5	3.1	3.0

* The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 4

THE NEW BRUNSWICK CIVIL SERVICE
REPRESENTATION WITHIN EACH OCCUPATIONAL CATEGORY
DECEMBER 31, 1982, 1984, 1986, 1988 and 1989

OCCUPATIONAL CATEGORY	1982		1984		1986		1988		1989	
	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
Scientific & Professional	64.9	35.1	63.7	36.3	61.4	38.6	58.9	41.1	56.8	43.2
Technical	94.4	05.6	94.0	06.0	93.9	6.1	92.7	7.3	92.2	7.8
Administrative	81.6	18.4	78.0	22.0	76.0	24.0	74.9	25.1	72.6	27.4
Administrative Support	15.8	84.2	16.4	83.6	16.2	83.8	15.7	84.3	13.2	86.8
Operational	88.9	11.1	89.2	10.8	91.2	8.8	93.2	6.8	93.3	6.7
Others	*	*	*	*	66.5	33.5	66.1	33.9	63.4	36.6
TOTAL	63.2	36.8	62.8	37.2	62.0	38.0	61.8	38.2	60.4	39.6

* Data unavailable prior to 1985. The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 5

REPRESENTATION BY OCCUPATIONAL CATEGORY AND GROUP
DECEMBER 31, 1987, 1988, 1989

OCCUPATIONAL CATEGORY/GROUP	Number Employees 1989 # Men (1988 in Brackets)	# Women (1988 in Brackets)	Representation 1989 % Women	1988 % Women	1987 % Women
SCIENTIFIC & PROF. CATEGORY					
Medicine & Dentistry	12 (11)	3 (2)	20.0	15.4	13.3
Nursing	4 (3)	235(226)	98.3	98.7	98.6
Field & Lab	23 (23)	6 (4)	20.7	14.8	12.1
Forestry*	83 (85)	6 (4)	6.7	4.5	2.2
Planning & Resources	198 (186)	120(101)	37.7	35.2	34.3
Education Instructional	476 (351)	277(148)	36.8	29.7	28.0
Edu. Non-Instructional	152 (143)	65 (38)	30.0	21.0	19.5
Engineering & Architec.	142 (133)	10 (10)	6.6	7.0	5.0
Rehabilitation & Therapy	311 (306)	405(388)	56.6	55.9	53.5
Recreation & Culture	18 (18)	6 (6)	25.0	25.0	23.1
Agriculture	68 (72)	17 (17)	20.0	19.1	19.8
Veterinary	23 (23)	0 (0)	0.0	0.0	7.1
SUMMARY	1510(1354)	1150(944)	43.2	41.1	38.9

* Formerly called Natural Resources.

TABLE 5 (cont'd)

OCCUPATIONAL CATEGORY/GROUP	Number Employees 1989 # Men (1988 in Brackets)	# Women (1988 in Brackets)	Representation 1989 % Women	1988 % Women	1987 % Women
TECHNICAL CATEGORY					
Laboratory & Medical	6 (6)	18 (15)	75.0	71.4	65.0
Drafting & Graphic Arts	1 (53)	0 (6)	0.0	10.2	10.3
Engineering & Field	360(304)	26 (16)	6.7	5.0	4.5
Resource Services	298(292)	3 (3)	1.0	1.0	1.3
Technical Insp.	180(182)	27 (26)	13.0	12.5	12.3
Industrial Certification*	24	0	0.0		
SUMMARY	869(837)	74 (66)	7.8	7.3	6.9
ADMINISTRATIVE CATEGORY					
Administrative Services	811(828)	306(278)	27.4	25.1	24.6
SUMMARY	811(828)	306(278)	27.4	25.1	24.6

* Data for this Group was not available until 1989.

TABLE 5 (cont'd)

OCCUPATIONAL CATEGORY/GROUP	Number Employees 1989 # Men (1988 in Brackets)	# Women	Representation 1989 % Women	1988 % Women	1987 % Women
ADMINISTRATIVE SUPPORT CATEGORY					
Clerical & Regulatory	273 (250)	999 (974)	78.5	79.6	78.7
Secretarial, Stenographic	3 (2)	955 (918)	99.7	99.8	99.6
Office Data Processing	36 (36)	52 (45)	59.1	55.6	59.1
Court Stenographers	3 (3)	60 (65)	95.2	95.6	96.9
SUMMARY	315 (374)	2066 (2005)	86.8	84.3	83.4
OPERATIONAL CATEGORY					
Institutional Services	88 (89)	32 (29)	26.7	24.6	28.0
Institutional Care	319 (259)	114 (116)	26.3	30.9	30.8
General Labour & Trades	1682(1689)	11 (12)	0.6	0.7	0.5
General Labour & Trades Supervisory	113 (118)	1 (0)	0.9	0.8	0.0
SUMMARY	2202(2155)	158 (157)	6.7	6.8	7.0

TABLE 5 cont'd)

OCCUPATIONAL CATEGORY/GROUP	Number Employees 1989 # Men (1988 in Brackets)	# Women (1988 in Brackets)	Representation 1989 % Women	1988 % Women	1987 % Women
OTHERS CATEGORY*					
Others	236 (213)	136(109)	36.6	33.9	32.3
SUMMARY	236 (213)	136(109)	36.6	33.9	32.3
GRAND TOTAL	5943(5760)	3890(3560)	39.6	38.2	37.4

* The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 6

AVERAGE ANNUAL SALARY WITHIN CATEGORIES AND GROUPS
DECEMBER 31, 1987, 1988, 1989

	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male 1989	$ Female	1989	1988	1987
SCIENTIFIC & PROFESSIONAL CATEGORY					
Medicine & Dentistry	86,944	80,834	93.0	97.9	95.5
Nursing	35,204	33,774	96.0	96.8	124.1
Field & Lab	42,536	41,730	98.1	99.8	91.5
Forestry	43,030	35,828	83.3	82.7	80.4
Planning	42,796	38,688	90.4	89.8	90.9
Education Instructional	38,818	33,826	87.1	89.4	90.0
Education Non-Instructional	47,710	43,862	92.0	95.5	93.5
Engineering and Architect.	45,916	38,506	83.9	76.6	81.1
Rehab & Thep.	35,906	32,214	89.7	88.2	86.5
Recreation & Culture	38,870	41,756	107.4	107.1	104.3
Agriculture	41,366	37,492	90.6	93.6	92.6
Veterinary*	49,192	0	-	-	96.9
OVERALL	41,236	34,632	84.0	82.8	81.7

* There were no women in the Veterinarian Group as of December 31, 1988. The number of employees in this group declined as the result of privatization of certain services.

TABLE 6 (cont'd)

	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male 1989	$ Female	1989	1988	1987
TECHNICAL CATEGORY					
Laboratory & Medical	34,710	29,796	85.8	88.6	98.0
Drafting & Graphic Arts	30,524	0	-	101.2	95.0
Engineering & Field	30,758	28,054	91.2	93.4	89.1
Resource Services	30,576	26,104	85.4	82.1	85.1
Technical Inspection	35,854	32,318	90.1	88.5	85.6
Industrial Training & Certification*	36,946	0	-	-	-
OVERALL	31,954	29,952	93.7	94.4	93.0
ADMINISTRATIVE CATEGORY					
Administrative Services	46,982	39,858	84.8	84.2	84.0
OVERALL	46,982	39,858	84.8	84.2	84.0
ADMINISTRATIVE SUPPORT CATEGORY					
Clerical & Reg.	26,000	23,374	89.9	89.4	88.1
Secretarial, Stenographic	19,604	19,942	101.7	94.8	110.6
Office Data Processing	25,350	20,540	81.0	83.9	79.7
Court Steno	21,606	22,828	105.7	100.4	98.4
OVERALL	25,818	21,710	84.1	82.0	79.4

* Data for this group was not available until 1989.

TABLE 6 (cont'd)

	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female			
	1989		1989	1988	1987
OPERATIONAL CATEGORY					
Institutional Services	19,864	19,084	96.1	97.9	95.5
Institutional Care	25,220	22,672	89.9	87.8	88.3
General Labour & Trades	24,648	23,660	96.0	98.9	100.9
General Labour & Trades (Supervisory)	27,664	27,768	100.4	-	-
OVERALL	24,700	22,048	89.3	90.4	91.8
OTHERS CATEGORY *					
Others	48,464	34,554	71.3	73.3	70.7
OVERALL	48,464	34,554	71.3	73.3	70.7
ALL CATEGORIES	34,008	27,586	81.1	79.6	79.7

* The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

Note: To calculate Women's Average Salary as a percentage of men's divide the average annual salary of women by the average annual salary of men and express as a percentage.

GOVERNMENT WIDE

TABLE 7

REPRESENTATION BY SALARY RANGE
DECEMBER 31, 1987, 1988, 1989

Salary Range	Dec. 1989 # Male	Dec. 1989 # Female	Dec. 1989 % Female	Dec. 1989 % All Male	Dec. 1989 % All Female	Dec. 1988 % All Female	Dec. 1987 % All Female
Up to $9,999	5	24	82.8	0.1	0.6	0.8	0.7
$10,000-$14,999	2	74	97.4	0.0	1.9	1.2	2.7
$15,000-$19,999	111	421	79.1	1.9	10.8	24.4	33.9
$20,000-$24,999	1504	1458	49.2	25.3	37.5	32.6	28.2
$25,000-$29,999	1161	587	33.6	19.5	15.1	13.4	11.8
SUB-TOTAL	2783	2564	48.0	46.8	65.9	72.4	77.5
$30,000-$34,999	878	427	32.7	14.8	11.0	14.9	12.5
$35,000-$39,999	770	532	40.9	13.0	13.7	7.1	5.6
$40,000-$44,999	570	186	24.6	9.6	4.8	2.6	2.2
$45,000-$49,999	377	95	20.1	6.3	2.4	1.5	1.3
$50,000-plus	565	86	13.2	9.5	2.2	1.5	0.9
SUB-TOTAL	3160	1326	29.6	53.2	34.1	27.6	22.5
TOTAL	5943	3890	39.6	100.0	100.0	100.0	100.0

BY DEPARTMENT

TABLE 8

REPRESENTATION
DECEMBER 31,1989
(Brackets indicate 1988 Statistics)

Department	# Males	# Females	% Females
Advanced Education & Training	778 (645)	548 (361)	41.3 (35.9)
Agriculture	198 (202)	101 (102)	33.8 (33.6)
Alcoholism & Drug Dependency Commission	83 (84)	110 (102)	57.0 (54.8)
Board of Management	39 (42)	66 (65)	62.9 (60.7)
Commerce & Technology	79 (72)	45 (36)	36.3 (33.3)
Education	70 (76)	88 (83)	55.7 (52.2)
Finance	124 (116)	148 (145)	54.4 (55.6)
Fisheries	76 (67)	42 (34)	35.6 (33.7)
Health & Community Services	326 (328)	946 (913)	74.4 (73.6)
Income Assistance	126 (123)	245 (234)	66.0 (65.5)
Justice	104 (97)	275 (283)	72.6 (74.5)
Labour	123 (125)	96 (89)	43.8 (41.6)
Municipal Affairs and Environment	238 (231)	138 (126)	36.7 (35.3)
Natural Resources	732 (685)	178 (162)	19.6 (19.1)
Occupational Health & Safety	37 (36)	13 (13)	26.0 (26.5)
Office of the Comptroller	32 (32)	61 (60)	65.6 (65.2)
Solicitor General	495 (471)	173 (151)	25.9 (24.3)

TABLE 8 (cont'd)

Department	# Males	# Females	% Females
Supply & Services	293(309)	179(183)	37.9(37.2)
Tourism, Recreation & Heritage	178(181)	124(118)	41.1(39.5)
Transportation	1,769(1,799)	253(244)	12.5(11.9)

BY DEPARTMENT

TABLE 9

AVERAGE SALARY
DECEMBER 31, 1987, 1988, 1989

DEPARTMENT	AVERAGE ANNUAL SALARY 1989		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female	1989	1988	1987
Advanced Education & Training	37,856	29,900	79.0	76.1	76.8
Agriculture	39,234	25,584	65.2	67.9	67.6
Alcoholism & Drug Dependency Commission	28,470	28,080	98.6	95.0	91.7
Board of Management	54,704	28,704	52.5	50.2	52.3
Commerce & Technology	48,438	27,404	56.6	55.8	57.0
Education	49,452	30,082	60.8	59.7	59.2
Finance	38,402	25,870	67.4	65.9	67.2
Fisheries & Aquaculture	38,922	25,220	64.8	67.6	71.4
Health & Community Services	40,144	29,614	73.8	73.9	72.2
Income Assistance	36,764	25,688	69.9	69.5	67.4
Justice	53,638	26,806	50.0	51.3	-
Labour	39,364	27,274	69.3	67.1	66.4
Municipal Affairs and Environment	38,532	24,856	64.5	64.1	62.4

TABLE 9 (cont'd)

DEPARTMENT	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female	1989	1988	1987
Natural Resources & Energy	30,810	23,426	76.0	72.8	74.8
Occupational Health & Safety Commission	39,208	34,606	88.3	80.0	68.5
Office of the Comptroller	42,328	24,752	58.5	58.3	56.0
Solicitor General	29,380	24,544	83.5	81.9	-
Supply and Services	36,088	27,690	76.7	76.3	71.1
Tourism, Recreation & Heritage	35,074	28,678	81.8	80.5	82.1
Transportation	27,872	23,400	84.0	82.3	84.6

Appendix A

Employment Equity Roles and Responsibilities

In 1986 a background report* on the occupational status of men and women in the New Brunswick Civil Service was prepared by the Women's Directorate and tabled in the Legislature. The Program's name was changed from Affirmative Action to Employment Equity at this time. The report included an implementation strategy and policy statement which delineated the following roles and responsibilities with respect to Affirmative Action/Employment Equity:

- The Women's Directorate is responsible for Employment Equity policy including: developing policy recommendations; monitoring the implementation of Employment Equity policy and programs; recommending approval or rejection of departmental Action Plans**; and, preparing an annual report on the status of women in the Civil Service to be tabled in the Legislature.

- The Board of Management is responsible for overall implementation of Employment Equity policy including: compiling and approving departmental Action Plans; reviewing, in conjunction with the Women's Directorate, human resource policies; and maintaining and developing employment data which meets the monitoring and reporting requirements of the Women's Directorate.

- Departments, Commissions and Agencies in the Civil Service are responsible and accountable for specific implementation of Employment Equity policy including: preparing specific Action Plans which set forth measurable goals; preparing annual departmental reports; and reviewing departmental human resource policies and practices.

* Affirmative Action in the New Brunswick Civil Service : A Strategy for Change, May 1986

** Action plans are long-term departmental plans containing numerical goals and positive strategies for improving the representation of women in categories, groups and levels where women's representation is low.

APPENDIX B

PROVINCE OF NEW BRUNSWICK

ADMINISTRATION MANUAL SYSTEM AD - 4606

EMPLOYMENT EQUITY/AFFIRMATIVE ACTION

1. **APPLICATION**

This policy applies to employees in Part I of the Public Service.

2. **AUTHORITY**

New Brunswick Human Rights Act, Section 13; Treasury Board Minute.

3. **POLICY STATEMENT**

The New Brunswick Government, as an employer, actively supports the principle of equal employment opportunity for all persons.

It is the policy of the New Brunswick Government to implement Affirmative Action/Employment Equity as a means of accelerating the rate of change in the occupational status of women in Part One of the Public Service.

The objectives of the government are:

i) to eliminate barriers to women's advancement in Part One of the Public Service;

ii) to achieve a more equitable representaation of women in Part One of the Public Service in all occupational categories, and at all levels;

iii) to establish annual goals on a Departmental basis to achieve this policy. Increasing the representation of women in positions and classifications where they are underrepresented or absent is to be a component of each plan.

PROVINCE OF NEW BRUNSWICK
ADMINISTRATION MANUAL SYSTEM AD - 4606 EMPLOYMENT EQUITY/AFFIRMATIVE ACTION

4. **POLICY GUIDELINES**

The Affirmative Action Employment Equity Policy will be implemented in the following way:

1) The Women's Directorate shall be responsible for the Affirmative Action/Employment Equity, Policy including;

i) development of policy recommodations including implementation guidelines and a model action plan with respect to Affirmative Action/Employment Equity in Part One of the Public Service.

ii) monitoring of the implementation of Affirmative Action/Employment Equity policy and programs including reviewing human resource policies and practices, reviewing and recommending approval or rejection of Departmental Action Plans and analysis of Government wide and Departmental employment data;

iii) preparation of an annual report on the Status of Women in Part One of the Public Service to be tabled in the Legislature by the Minister responsible for the status of women.

iv) provision of resource assistance and expertise in the general area of Affirmative Action/Employment Equity.

2. The Board of Management shall be responsible for overall implementation of Affirmative Action/Employment Equity Policy, including:

i) compilation and approval of annual Departmental Action Plans which set forth measurable goals consistent with the Government's Affirmative Action/Employment Equity policy and implementation guidelines;

iii) maintenance and development of human resource information and employment data which meets the monitoring and reporting requirements of the Women's Directorate with respect to Affirmative Action/Employment Equity policies and programs.

3. Departments, Commissions and Agencies in Part One of the Public Service shall be responsible and accountable for specific implementation of Affirmative Action/Employment Equity policy in their respective areas, including:

i) preparation of specific Departmental Action Plans which set forth measurable goals for that Department in a format consistent with implementation guidelines, on specific results associated with Affirmative Action/Employment Equity objectives and Deaprtmental Action Plans for submission to the Women's Directorate and Board of Management;

ii) preparation of annual Departmental reports, consistent with implementation guidelines, on specific results associated with Affirmative Action/Employment Equity objectives and Departmental Action plans for submission to the Women's Directorate and Board of Management;

iii) review of Departmental human resource policies and practices to ensure compatibility with Affirmative Action/Employment Equity policy.